

## **Article 1**

### **PREAMBLE**

- A. This Agreement, entered into this October 19<sup>th</sup>, 2007 by and between the Office of the State Employer on behalf of the State of Michigan and its principal Departments and Agencies covered by this Agreement (hereinafter referred to as "Management," or "Employer") and the Michigan Public Employees, SEIU Local 517M, Scientific And Engineering Unit (hereinafter referred to as "SEIU" or "Union"), shall be effective January 1, 2008 when it has been ratified by the Union, and approved by the Civil Service Commission. [Approved by the Civil Service Commission on December 19, 2007.
- B. All non-economic provisions contained in this Agreement will be effective according to their terms upon approval by the Civil Service Commission. Economic provisions of this Agreement shall become effective on the date specified in the particular Article. No provisions of this Agreement shall apply retroactively unless so specified in the particular Article.
- C. As used throughout this agreement, the term "day" shall mean the days of the week, Monday through Friday, exclusive of paid holidays.